



South Florida Commuter Services: Providing Transportation Solutions for Employers



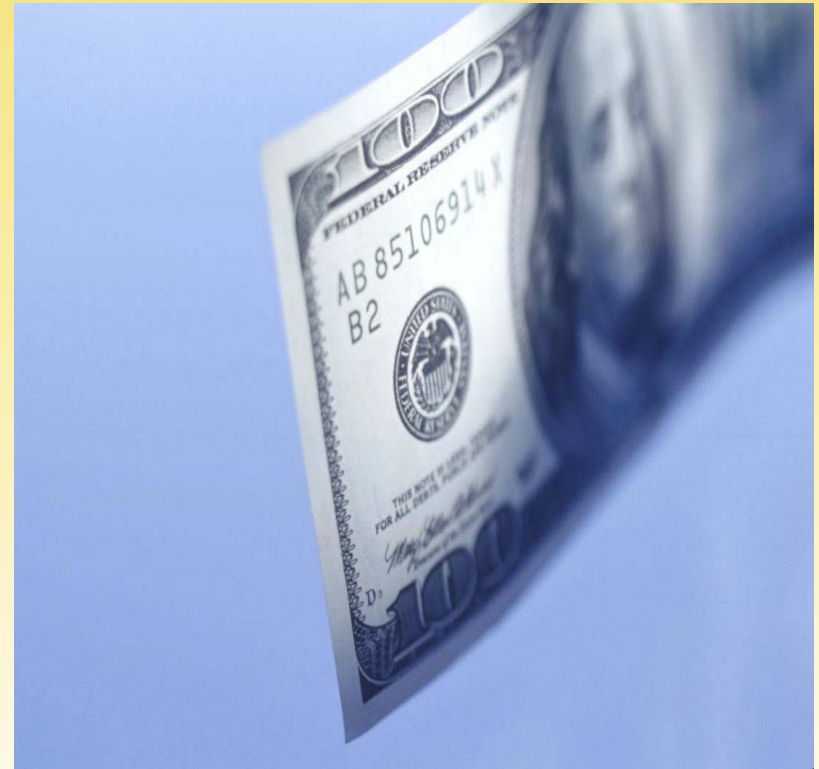
The Cost of Turnover



- On average it cost an employer one third of a new hire's annual salary to replace an employee
- At minimum wage the cost to replace an employee is estimated at \$3700.00

The cost Includes:

- Person filling in while position is vacant
- Lost of productivity
- Cost of training new employee



Turnover: A Losing Proposition

Measurable Costs Include:



- Separation Costs
- Vacancy Costs
- Employee Replacement Costs
- Employees Training Cost
- Subtract the small savings of the salary and benefits (usually 25 -35% of salary) of the vacated position for the time it is vacant and this is your estimated net turnover cost for that position



Turnover: A Losing Proposition

Non-Measurable Costs Include:



- Increase stress for those who stay and must cover for those who left
- Errors made by those filling in or by new hires
- Morale of employees who stay
- Disruption of the connection between customers and organization





What is SFCS?



Mission – “To improve the quality of life in South Florida by increasing the use of alternative modes of transportation”

Tri-county commuter assistance program

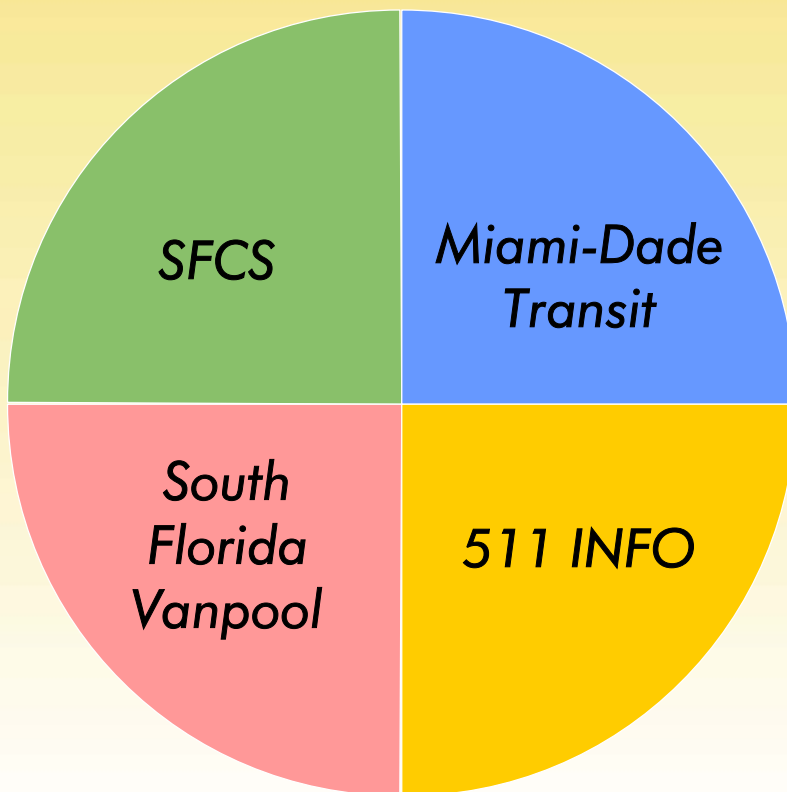
Employer outreach and marketing to individual commuters

Funded by Florida Department of Transportation

Our Network



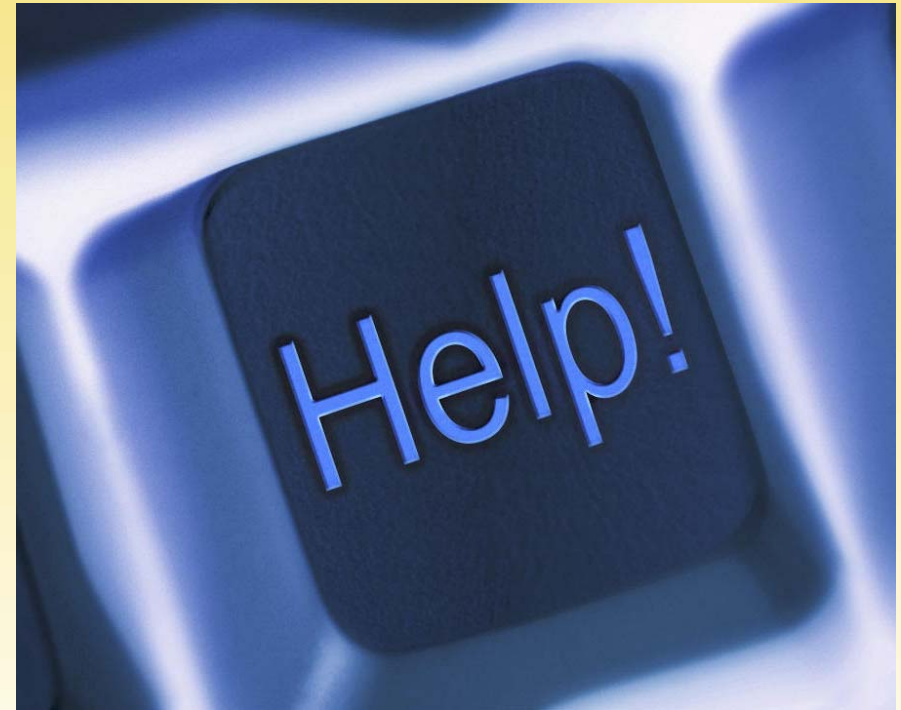
When you meet with South Florida Commuter Services, you get our network of partners who bring you better opportunities.



How can we help?



- Evaluate company needs
- Survey and match employees (over 70,000 in database)
- Design a specialized transportation program for your company
- Assist in implementing and maintaining program
- Provide collateral/marketing materials





SFCS can help!

We'll do the work....You and your employees get the perk!

Once your employees find a carpool or vanpool partner, SFCS can help your company take it to the next level.....by developing a carpool or vanpool program at your worksite.

What can I do as a Company to help my employees?



- SFCS can assist you in developing and promoting a campaign to encourage employees to find out who their potential carpool matches are. This could include Meet Your Match events, Zip Code Parties, or Lunch & Learns.
- This information could be used for daily commutes, in the event of special commute challenges (I.e. vehicle breakdowns), or during commute challenges such as hurricanes.
- SFCS can match your employees in two ways:
 - Internal matching: matching employees with other employees only.
 - External matching: matching employees with other employees as well as other commuter working fore employers near you company.

Preferential Parking



What can SFCS do for you?

One of the no/low cost incentives companies can offer to employees who carpool or vanpool is preferential or upfront reserved parking.

Preferential Parking Program

- SFCS can provide these signs
- Ideal for situations with limited parking
- Great way to promote program to other employees
- Allows more parking for residents, guests and other employees

**CARPOOL & VANPOOL
PARKING ONLY**

**PERMIT PARKING ONLY
VIOLATORS WILL BE TOWED**



FOR MORE INFORMATION CONTACT:

1-800-234-RIDE or www.1800234RIDE.com



South Florida Vanpool Program

- Group of five or more commuters sharing a ride to and from work
- Average cost \$80 - \$120
- \$400 subsidy from Miami-Dade County
- Month-to-Month Lease – RISK FREE
- \$1 million insurance policy
- Full maintenance
- Personal use of van
- Currently 163 vanpools in South Florida



Emergency Ride Home Program



- This program provides a free taxi ride from work in the event of an emergency
- Available to commuters in the tri-county area who use an “alternative mode” of transportation at least three (3) times per week
- Service is available 24/7 to all commuters registered in our database
- Up to six (6) vouchers issued per year



What are Commuter Benefits?



- Transit and vanpool benefits that employers can provide to employees on a tax-free basis
- A type of qualified transportation fringe benefit. Part of the federal tax code: Title 26 Section 132(f)
- Tax-free (no federal payroll or income taxes) up to specified limit - \$110
- Requires employer involvement
- Ways to participate:
 - Employer-paid subsidy
 - Pre-tax
 - Combination

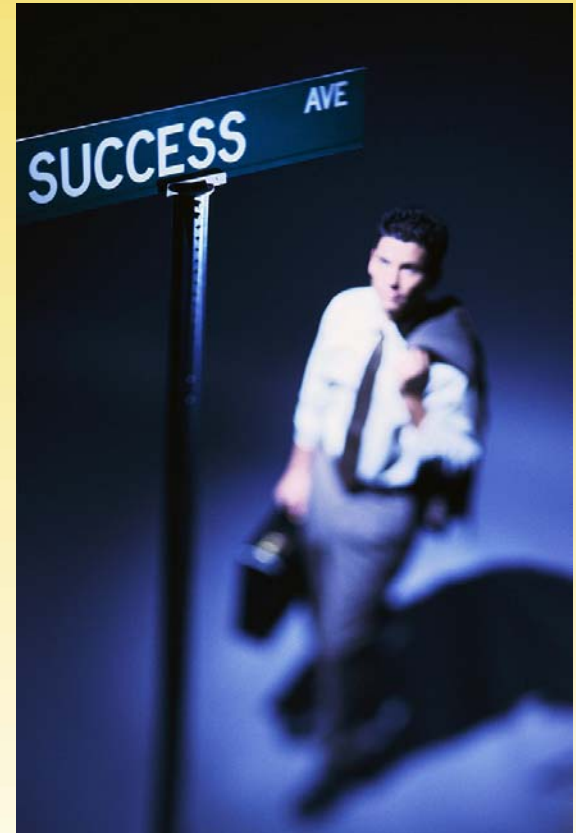




Employer Benefits

- Creates Additional Parking
- Decreases Tardiness
- Increases Productivity
- Better Recruitment & Retention
- Low-cost Valuable Benefit
- Better Community Standing
- Expanded Labor Market
- Less Payroll Taxes
- “Best Workplaces for Commuters”

A designation by the Environmental Protection Agency and the U.S. Department of Transportation.



Best Workplaces for CommutersSM



- Similar to other “Best” lists like *Fortune’s* 100 Best Companies to Work for
- By joining employers gain exclusive use of the identifier, Best Workplaces for CommutersSM
- Requirements for the Program:
 - Offer \$30/month subsidy per employee
 - Ridematching (SFCS)
 - ERH (SFCS)

BEST
WORKPLACES
for **COMMUTERSSM**

South Florida



Let SFCS Assist You in Starting a Program at Your Company Today!

South Florida Commuter Services
1-800-234-RIDE (7433)
www.1800234RIDE.com